

**SIKKIM**  
**GOVERNMENT**            **GAZETTE**

**EXTRAORDINARY  
PUBLISHED BY AUTHORITY**

**Gangtok**

**Wednesday 21st April, 2010**

**No. 167**

**GOVERNMENT OF SIKKIM  
HUMAN RESOURCE DEVELOPMENT DEPARTMENT  
GANGTOK**

**No.100/Dir/HRDD/SE**

**Dated:16.4.2010.**

**NOTIFICATION**

Whereas due to regular posting of teaching employees of the Human Resource Development Department to the non-teaching posts on medical, personal or other grounds, it has become necessary to notify the guidelines governing the services of such teaching employees till their postings or transfer on deputation or subsequent absorption to the non-teaching post and in order to ensure that such postings do not disturb the administrative hierarchy nor the inter-se-seniority of the non-teaching employees of the department;

Now, therefore, the State Government is hereby pleased to issue the following guidelines, namely:-

- I. The teaching employees on transfer and postings to the non-teaching posts shall not be allowed to carry his/her own pay scale/Pay Band and Grade Pay. On transfer their corresponding pay scale/Pay Band and Grade Pay shall be as under:

<b>SL. No</b>	<b>Name of the Post (Pay band and Grade Pay) In teaching post</b>	<b>Pay band and Grade Pay on transfer to non teaching post</b>
01.	Primary Teacher PB-2 (Rs.9300-34800)+(G.P) Rs.4200	Post carrying PB(1) Rs.5200-20200 + (G.P) Rs.2400
02.	HM (LPS)PB-2 (Rs.9300-34800) + (G.P) Rs.4400	Post carryingPB(1) Rs.5200-20200 + (G.P) Rs.3000
03.	HM(PS)PB-2 (Rs.9300-34800) + (G.P) Rs.4400	Post carryingPB(1) Rs.5200-20200 + (G.P)Rs.3000
04.	Graduate Teacher PB-2 (Rs.9300-34800) + (G.P) Rs.4600	Post carrying PB(1)Rs.5200-20200+(G.P) Rs.3400
05.	Post Graduate Teacher PB-2 (Rs.9300-34800) + (G.P) Rs.5000	Post carrying PB(2) Rs.9300-34800 + (G.P) Rs.4200
06.	HM (JHS) PB-2 (Rs.9300-34800) + (G.P) Rs.5000	PB(2) Rs.9300-34800 + (G.P) Rs.4200
07.	HM (Secondary School) PB-2 (Rs.9300-34800) + (G.P) Rs.6200	PB(2) Rs.9300-34800 + (G.P)Rs.4200
08.	Principal (Senior Secondary School) PB-3 (Rs.15600-39100) + (G.P) Rs.6700	PB(2) Rs.9300-34800 + (G.P)Rs.5000

2. The teaching employees/Heads of the Senior Secondary School/Secondary School, opting for transfer/postings against the non-teaching posts are required to sign an Agreement appended in schedule-I.
3. The services of those teaching employees/Heads of the Senior Secondary School/Secondary School, who are already posted/transferred to Head Office and discharging their duties as non-teaching employees are also governed by these guidelines.
4. Those teaching employees/Heads of the Senior Secondary School/Secondary School, posted/transferred to Head Office now opting to be reverted back to their respective teaching posts, shall be allowed to draw corresponding Pay Band & Grade Pay w.e.f. the date of such reversions.
5. The guidelines are not applicable for regular promotion of teachers of various categories for promotion to the Post of Assistant Education Officers/Assistant Directors/Deputy Directors and Joint Directors.
6. The guidelines are applicable only to the teaching fraternity of the Human Resource Development Department, Government of Sikkim.

These guidelines shall deemed to have come into force from the 1<sup>st</sup> Day of April, 2010.

**By order and in the name of the Governor.**

**R.TELANG, IAS  
SECRETARY TO THE GOVT. OF SIKKIM  
HUMAN RESOURCE DEVELOPMENT DEPARTMENT**

## **SCHEDULE -1**

### **AGREEMENT BOND FOR TRANSFER/POSTING TO HEAD OFFICE, HUMAN RESOURCE DEVELOPMENT DEPARTMENT, GOVERNMENT OF SIKKIM,GANGTOK.**

**TO BE SIGNED BY THE TEACHING STAFF (ON REGULAR ESTABLISHMENT) ON TRANSFER/POSTING TO NON-TEACHING POST IN THE HEAD OFFICE OF HUMAN RESOURCE DEVELOPMENT DEPARTMENT (NAME OF THE OTHER DEPARTMENT, WHERE POSTED, GANGTOK.**

This Agreement is made on the .....DAY OF .....2010 ( two thousand and ten) between Mr/ Mrs/ Ms.....S/W/D/ working as Primary Teacher/Graduate Teacher/Post Graduate Teacher /Head Master/Principal in .....(name of the School & District) in the Human Resource Development Department, Government of Sikkim,(hereinafter called the 'Teacher/ Head of the Secondary Schools/Senior Secondary Schools " of the first part and the Governor of Sikkim through the Secretary to the Government of Sikkim, .....Department,(hereinafter called "the Government") which expression shall, unless excluded by or repugnant to the context mean and include his successors or assignee of the second part.

WHEREAS, the Government has approved the posting of Teacher.....(name of the Teacher) to the .....(Name of the Department) against the Non-Teaching Post;

AND WHEREAS THE Teacher /Heads of the Senior Secondary School/Secondary School has agreed to be posted in the .....Department (Name of the Post) as .....(Designation of the post);

NOW THEREFORE, this Agreement witnesseth and the parties hereto agree as follows:-

1. That the Teacher/Heads of the Senior Secondary School/Secondary School on transfer/deputation shall draw pay in the corresponding lower Pay Band and Grade Pay as per the Notification.....
2. That the Teacher/ Heads of the Senior Secondary School/Secondary School shall continue to draw the corresponding lower Pay Band and Grade Pay till his/her posting/transfer to the .....department as .....(name of the post)
3. That in the event of the Teacher/ Heads of the Senior Secondary School/Secondary School desiring to be reverted back to teaching post, he/she shall be allowed the draw the pay in the relevant Pay Band and Grade Pay to which he/she was holding his/her post prior to transfer/posting to non-teaching post.

4. That the Teacher/Heads of the Senior Secondary School/Secondary School shall be granted increments in the corresponding lower Pay Band and Grade Pay till his/her posting/transfer in the non-teaching post.
5. That the period of service rendered by the Teacher/Heads of the Senior Secondary /Secondary School in the non-teaching post shall not be counted as qualifying service for promotion to the next grade/post
6. That the teacher/ Heads of the Senior Secondary School/Secondary School shall be granted increments in the corresponding lower Pay Band and Grade Pay till his/her posting/transfer in the non-teaching post.
7. That the period of service rendered by the Teacher/ Heads of the Senior Secondary School/ Secondary School in the non-teaching post shall not be counted as qualifying service for promotion to the next grade/post.

In witness whereof the parties hereto have signed this Agreement on the .....day of .....(month).....(Year).

Signature of the

**Secretary  
to the Government of Sikkim  
Human Resource Development Department  
For and on behalf of the Governor of Sikkim**

In the presence of witnesses:

Name.....S/W/D / of full address   Signature   Date

- 1.
- 2.
- 3.